

EXHIBIT O

In the Matter of:

Labor Smart

vs

Tucker

Excerpt of Reporter's Transcript of Recorded Conversation

September 21, 2022



**GRIFFIN GROUP
INTERNATIONAL**

3200 East Camelback Road, Suite 177
Phoenix, Arizona 85018

In re:)
) Case No.
Labor Smart, Inc. vs.) 2:22-cv-00357-PHX-JJT
Jason and Melissa Tucker.)

REPORTER'S TRANSCRIPT OF RECORDED EXCERPT OF CONVERSATION

THE PARTICIPANTS: Jason Tucker
Toby McBride
Joe Pavlik

AUDIO DATE: September 21, 2022

PREPARED BY:
Keisha Heflin,
Certified Electronic
Transcriber No. CET-545

PREPARED FOR:
Paul Levine, Esq.

(Certified Copy)



1 (Excerpt audio begins.)

2 MR. TUCKER: Yeah. But we're -- we're
3 dropping water.

4 MR. McBRIDE: Yeah.

5 MR. TUCKER: We're focusing on shots. We
6 have a crisis with our manufacturer. We're overextended.
7 We're not in a place to commit to anything.

8 MR. McBRIDE: Yeah.

9 MR. PAVLIK: Yeah.

10 (Excerpt audio ends.)

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1 STATE OF ARIZONA)
2) ss.
3 COUNTY OF MARICOPA)

4 BE IT KNOWN that the foregoing audio/video
5 recording was transcribed by me; that the foregoing pages
6 are a full, true, and accurate record of the audio
7 recording, all done to the best of my skill and ability.

8 I CERTIFY that I am in no way related to any of
9 the parties hereto, nor am I in any way interested in the
10 outcome hereof.

11 [] Review and signature was requested.
12 [] Review and signature was waived.
13 [X] Review and signature not required.

14 I CERTIFY that I have complied with the ethical
15 obligations set forth in ACJA 7-206(F)(3) and ACJA 7-206
16 J(1)(g)(1) and (2).

17 Dated at Phoenix, Arizona, this 5th day of
18 January, 2026.

19 /s/ Keisha Heflin

20 _____
21 KEISHA HEFLIN, CET
22 Certified Electronic
23 Transcriber CET-545

24 * * * * *

25 I CERTIFY that Griffin Group International has
26 complied with the ethical obligations set forth in ACJA
27 7-206 (J)(1)(g)(1) through (6).

28 /s/ Griffin & Associates

29 _____
30 GRIFFIN & ASSOCIATES, LLC
31 Registered Reporting Firm
32 Arizona RRF No. R1005

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